

High Sick Leave Consumption Firefighters Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

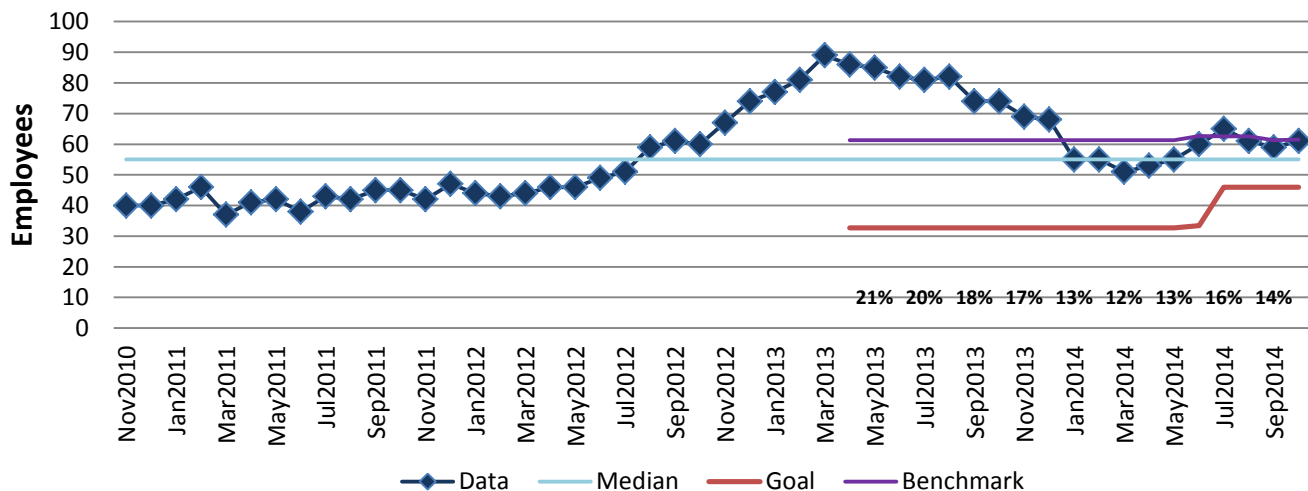
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
<p>Baseline: CY 13: 79 employees on avg.</p> <p>Goal: Compared to CY13's average of 79 employees, starting FY15, reduce the number of firefighters with high sick leave consumption to 46 employees by June 30, 2015. This number represents 11% of the 56 hour employees.</p> <p>Benchmark: 15%</p>	<p>Data Source: Psoft Payable Time</p> <p>Goal Source: OPI Benchmark</p> <p>Benchmark Source: OPI Internal Study</p>	<p>Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions</p> <p>Measurement Method: The number of 56 hour employees who have used more than 96 hours (4 fire days) of sick leave in a 12 month rolling period</p> <p>Why Measure: Promote a culture where sick time is used appropriately</p> <p>Next Improvement Step: LFD is drafting and will implement a new sick leave policy. Determine a consistent method for measuring sick occurrences.</p>

How Are We Doing?

Oct2013-Oct2014 12 Month Avg Goal	Oct2013-Oct2014 12 Month Average		Oct2014 Goal	Oct2014 Actual	
46	59		46	61	
Employees	Employees		Employees	Employees	

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Nov2013-Oct2014 Pareto Analysis

